

Minutes
Town of Lake Park, Florida
Regular Commission Meeting
April 20, 2005 7:30 p.m.
Town Commission Chambers, 535 Park Avenue

The Town Commission met for the purpose of a Regular Commission Meeting on Wednesday, April 20, 2005 at 7:30 p.m. Present were Mayor Castro, Vice Mayor Garretson, Commissioners Carey, Daly and Balias, Interim Town Manager Paul Carlisle, Town Attorney Thomas Baird and Town Clerk Stephanie Thomas.

Vice Mayor Garretson led the Invocation.

Commissioner Daly led the Pledge of Allegiance.

Town Clerk Stephanie Thomas performed the Roll Call.

ADDITIONS/DELETIONS - APPROVAL OF AGENDA

Motion: A motion was made by Commissioner Daly to approve the April 20, 2005. Vice Mayor Garretson made the second.

Vote on Motion:

Commission Member	Yes	No	Other
Commissioner Balias	X		
Commissioner Daly	X		
Commissioner Carey	X		
Vice-Mayor Garretson	X		
Mayor Castro	X		

Motion passed 5-0.

PRESENTATIONS

Proclamation recognizing May 2005 as National Elder Law Month.

Motion: A motion was made by Vice Mayor Garretson to approve the April 20, 2005 Agenda; Commissioner Balias made the second.

Vote on Motion:

Commission Member	Yes	No	Other
Commissioner Balias	X		
Commissioner Daly	X		

Commissioner Carey	X		
Vice-Mayor Garretson	X		
Mayor Castro	X		

Motion passed 5-0.

PUBLIC COMMENTS

The following person(s) addressed the Commission:

No speakers.

CONSENT AGENDA

Commission Meeting Minutes from April 6, 2005.

Motion: A motion was made by Commissioner Balius to approve the Consent Agenda; Commissioner Daly made the second.

Vote on Motion:

Commission Member	Yes	No	Other
Commissioner Balius	X		
Commissioner Garretson	X		
Commissioner Carey	X		
Commissioner Daly	X		
Mayor Castro	X		

Motion passed 5-0.

ORDINANCES ON SECOND READING

ORDINANCE 01-2005-C-2 Business Zoning District.

AN ORDINANCE OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA, AMENDING CHAPTER 32, ARTICLE III, OF THE CODE OF ORDINANCES OF THE TOWN OF LAKE PARK; PROVIDING FOR THE AMENDMENT OF SECTION 32-52 ENTITLED "BUSINESS DISTRICTS" TO PROVIDE FOR ADDITIONAL PERMITTED AND SPECIAL EXCEPTION USES; PROVIDING FOR SEVERABILITY; PROVIDING FOR THE REPEAL OF LAWS IN CONFLICT; PROVIDING FOR CODIFICATION; AND PROVIDING FOR AN EFFECTIVE DATE.

James Exline, Urban Design Studio, 224 Datura Street, suggested that the Town Commission approve Ordinance No. 01-2005 which will allow a specialty grocery store in the C-2 district.

Norman Mansour, President of Rosita Meats, 936 Park Avenue, expressed his concern with the Town allowing additional large grocery stores. He feels that the Town does not need additional markets.

Tony Morale, 910 10 Street, voiced his opinion about the Caribbean Grocery Store.

Motion: A motion was made by Commissioner Balias to adopt Ordinance No. 01-2005; Vice Mayor Garretson made the second.

Vote on Motion:

Commission Member	Yes	No	Other
Vice Mayor Balias	X		
Commissioner Garretson	X		
Commissioner Carey	X		
Commissioner Daly	X		
Mayor Castro	X		

Motion passed 4-1.

QUASI JUDICIAL HEARING(S)

Public Hearing(s)

RESOLUTION NO. 09-03-05-Hollywood Video Site Plan

A RESOLUTION OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA, APPROVING A SITE PLAN FOR A ONE-ACRE PARCEL OF LAND, OWNED BY DEVELOPERS OF NORTHLAKE, INC. LOCATED AT THE SOUTHWEST CORNER OF NORTHLAKE BOULEVARD AND U.S. HIGHWAY 1; AND PROVIDING FOR AN EFFECTIVE DATE.

Motion: A motion was made by Commissioner Daly to continue Resolution 09-03-05 until the May 18, 2005 Regular Commission Meeting; Vice Mayor Garretson made the second.

Vote on Motion:

Commission Member	Yes	No	Other
Vice Mayor Balias	X		
Commissioner Garretson	X		
Commissioner Carey	X		
Commissioner Daly	X		
Mayor Castro	X		

Motion passed 5-0.

RESOLUTION(S)**4. RESOLUTION NO. 13-04-05**

A RESOLUTION OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA URGING CONGRESS TO PROTECT AND ENHANCE THE COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM (CDBG) IN 2005; AND PROVIDING AN EFFECTIVE DATE.

**Motion: A motion was made by Commissioner Daly to adopt Resolution No. 13.04.05:
Commissioner Carey made the second.**

Vote on Motion:

Commission Member	Yes	No	Other
Vice Mayor Balias	X		
Commissioner Garretson	X		
Commissioner Carey	X		
Commissioner Daly	X		
Mayor Castro	X		

Motion passed 5-0.

DISCUSSION AND POSSIBLE ACTION

Request to hold National Day of Prayer at Town Hall on May 5, 2005.

Motion: A motion was made by Commissioner Balias to approve the request to hold the National Day of Prayer on the lawn of Town Hall on May 5, 2005. Vice Mayor Garretson made the second.

Vote on Motion:

Commission Member	Yes	No	Other
Vice Mayor Balias	X		
Commissioner Garretson	X		
Commissioner Carey	X		
Commissioner Daly	X		
Mayor Castro	X		

Motion passed 5-0.

Fireworks Bid and Contract for the 2005 Fireworks Festival.

Recreation Director Dale Dougherty informed the Commission that after extensively reviewing each proposal, he decided to recommend that the Town execute a contract with Creative Fireworks. He stated that there would be free rides for the children; Palm Beach Post has agreed to advertise the event at no cost.

Motion: A motion was made by Commissioner Balius to allow the Town to execute a contract between the Town of Lake Park and Creative Fireworks; Vice Mayor Balius made the second.

Vote on Motion:

Commission Member	Yes	No	Other
Vice Mayor Balius	X		
Commissioner Garretson	X		
Commissioner Carey	X		
Commissioner Daly	X		
Mayor Castro	X		

Motion passed 5-0.

Authorize the Sale of Alcohol at the 2005 Fireworks Festival.

Motion: A motion was made by Commissioner Daly to allow the sale of alcohol at the 2005 Independence Day Celebration. Commissioner Balius made the second.

Vote on Motion:

Commission Member	Yes	No	Other
Vice Mayor Balius	X		
Commissioner Garretson		X	
Commissioner Carey	X		
Commissioner Daly	X		
Mayor Castro	X		

Motion passed 4-1.

Schedule a date for the Joint Meeting with the Marina Board regarding the Marina Restaurant.
There was consensus among the Town Commission to direct Stephanie Thomas, Town Clerk to schedule a date that is convenient for all those expected to attend.

Request to hold a Parliamentary Procedure Workshop after each election.

There was consensus among the Town Commission to hold a parliamentary procedure workshop annually after each election. This year the workshop will be held in July.

Employee Salary Survey

Paul Carlisle, Interim Town Manager: Mayor, back in November when we had originally submitted the salary survey, you requested that we research and compare the salary ranges with that of other municipalities that have the same demographic, budget and cost of living expenses as we do. We done extensive research, and at no surprise, have discovered that we are exceptionally lower. I have placed a chart in your packages that list what our current salaries are, which is chart one. Also included are the results from the PEPIC salary survey. These figures were used to determine the recommendations for the Town Manager position, that of the Commissions', and other positions. I have listed pay recommendations, which still falls considerably below the other municipalities that were studied in the survey. There is a mathematical error on behalf in the final figures. The total amount should be \$85,000.00 instead of \$73,000.00.

Mayor Castro: \$85,000 for what?

Paul Carlisle, Interim Town Manager: What this amount does is bring the positions throughout the Town up to the minimum recommended salary ranges.

Mayor Castro: I do not mind raising the salary ranges; however, I do not want to give everyone a raise. They need to earn it.

Paul Carlisle, Interim Town Manager: Mayor, I feel that they have earned it. I think that we have two issues here. One, we have employees that have been topped out for years because the salary ranges have not been raised. Those employees have not been able to receive a raise in pay.

Mayor Castro: And when the ranges go up, they will have the opportunity to receive a merit increase based on their performance evaluation. To give everyone a raise; I do not feel that is appropriate.

Paul Carlisle, Interim Town Manager- If you raise the salary ranges, and hire a new employee, that employee will earn more money than our current employees will. I do not think that is fair for our current employees.

Mayor Castro-Not if that employee is topped out. It will be above the mid-range.

Paul Carlisle, Interim Town Clerk- Well, that is not the case in every situation. We have employees that won't even be at the starting ranges.

Mayor Castro: You are telling me people that are topped out will not even be at the starting ranges?

Paul Carlisle, Interim Town Manager: We have people that are topped out that would be within the range. Those employees would receive the merit increases, as they should have. I am proposing to make those increases retroactive back to October 1 of this budget year. Those employees that are not in the range would at least be brought up to the minimum starting range. I know this sounds like a

lot of money.

Mayor Castro: It is.

Paul Carlisle, Interim Town Clerk- Mr. Mayor, if you look at a couple other issues, the majority of the employees that are topped out are in the Sanitation Department. This department has reserves in the amount of \$800,000.00. You have also saved money by not having to pay for a Town Manager and a Public Works Director. This is what a budget impact is. The money is coming out of reserves.

Mayor Castro: If they are topped out, they will not get a raise. The range will go up but that does not mean that they will get a raise if they are topped out unless they are below the range.

Paul Carlisle, Interim Town Manager- They will be below the topped out range. We have employees that can't get a raise. If we raise the ranges, then I want to go back and get the five percent (5%) that they would get if the ranges had been adjusted back in October which is what the Commission asked us to do. That is what the \$19,000.00 is for.

Mayor Castro: It is my strong opinion that we raise the salary ranges. I do not want to give automatic raises to everyone. It has to be a true merit system. For me, I would be happy if my range went up \$10,000.00 or \$15,000.00 because that just means that every year I will have the opportunity to further increase my salary increases and benefits.

Commissioner Balius- We call it salary creep at the Department of Transportation (DOT) where I work. If DOT were to hire a project engineer today, he would be hired equivalent or higher than my salary. This is practiced everywhere.

Paul Carlisle, Interim Town Manager- So it would be beneficial for me to quit and be re-hired.

Commissioner Balius: Not necessarily, you may not be rehired.

Vice Mayor Garretson- Also you, if I was hired, I would take you vacation advance. Some of the benefits at DOT are not that good to be used as an example here. I am sure they are good for you because you have been with them so long.

Commissioner Balius: They are pretty good; however, we do not have high turn over. I can guarantee you that our utility workers are paid less than what is paid here in Lake Park.

Mayor Castro- We do not have a high turn over here.

Paul Carlisle, Interim Town Manager- You do have a high turn over. Just about all your department heads have left.

Mayor Castro- Who?

Paul Carlisle, Interim Town Manager- Carol.

Mayor Castro- No, Captain Carroll was removed by the Sheriff.

Paul Carlisle- I'm referring to the Town Clerk, Carol Simpkins.

Mayor Castro: Carol left for other reasons. Who else?

Paul Carlisle- Basically, I am a new employee. I have only been here for three years.

Mayor Castro-You have not left. So who else left because of a better opportunity? I am speaking in terms of department heads.

Paul Carlisle, Interim Town Manager- I am just telling you that you do have a high turn over.

Mayor Castro-Annette left because she wanted to retire.

Paul Carlisle, Interim Town Manager- Almost all of your department heads are new. There are other issues that came into play as to why others have left.

Mayor Castro-It has nothing to do with the salary ranges.

Commissioner Garretson- How about this? We can go back and forth on this. We all agree that what we want to do as a Commission; is this correct? I do not mind increasing the salary ranges, but like the Mayor, I am just not for giving everyone a raise.

Commissioner Carey- There is two things to consider here. One is to bring the salary ranges up to where we could attract new applicants, and the second reason is to bring the salary ranges up so that we can compete with similar municipalities. Right now, if you look at the charts, we are low or close to below everyone else. If our employees were to quit, and were to go to North Palm Beach, they would make \$10,000.00 more than what we are paying them. Why lose a good employee for \$10,000.00. Not that they are going to quit, but we want to try to retain our employees, right?

Mayor Castro-Well, that is why you raise the ranges so that those who are topped out have the opportunity to grow.

Vice Mayor Garretson-I have a part two to my comments. Maybe we should propose that the employees who deserve the five percent (5%) merit increase should get that. We should look at their evaluations and then move them up. The people who do not deserve the increase because of average or low performance evaluations will receive an opportunity to get a merit increase on their next review period, and then they will receive a raise. I do not feel that everyone deserves a raise, however the people from October or as far back as their last evaluation. If they deserve a raise then give them a raise now, or an increase but not everyone. We will do it retroactive.

Commissioner Daly- Well, we have many people that work long hours. I mean you all know that many employees work well beyond a regular workday. If these people were to walk out at the end of a regular day, we would have to pay a person to do that job. For the most part, I think the people deserve, and should be brought up at least what our neighbors are making.

Vice Mayor Garretson- What about the people who do not deserve it?

Commissioner Daly- I agree. We can trust the Interim Town Manager to pass out the raises as they Are earned. In addition, we have to complete with the salaries of other municipalities.

Mayor Castro-We do not have a Town Manager. That is one of my items that I would like to discuss under Commissioner Comments tonight.

Commissioner Garretson- We have someone here right now that has been here for three years, and can evaluate the employees because he is familiar with how the people work.

Mayor Castro-A Town Manager would know how to do it properly.

Commissioner Daly- Well, we have someone doing the job now. He knows better than anyone else does how the people work. If we hired someone right now, it would take the person at least a year to become familiar with the employees. I think we are in a better position now.

Vice Mayor Garretson- I think I can put this in a two-part motion. I move to make a motion to increase the salary ranges as proposed, and to distribute merits up to five percent (5 %).

Motion: A motion was made by Vice Mayor Garretson to increase the salary ranges as proposed, and to distribute merits up to five percent (5 %) made retroactive back to the last evaluation. Commissioner Balius made the second.

Vote on Motion:

Commission Member	Yes	No	Other
Vice Mayor Balius	X		
Commissioner Garretson		X	
Commissioner Carey	X		
Commissioner Daly		X	
Mayor Castro	X		

Motion passed 4-1.

Commissioner Carey gave the dissenting vote. He indicated that he feels that the action taken tonight does not resolve the problem. He feels that the employees perform the same job as employees employed by similar municipalities. He stated that is just is not fair to the current employees.

COMMENTS BY COMMISSION, TOWN MANAGER, TOWN ATTORNEY

Mayor Castro

Mayor Castro presented a certificate of appreciation to the American Youth Soccer Organization (AYSO). He publicly apologized for the oversight of the group not being invited to the Annual Volunteer Dinner.

Vice-Mayor Garretson

Vice Mayor Garretson suggested that we place recreational item in Blakely Park on 2nd Street. He recommended that the Town hold a workshop with residents to determine what will be done with the Public Parks.

Commissioner Carey

No comments.

Commissioner Daly

Commissioner Daly referenced a fax that he had received from Mr. Jim Knox in reference to the local sexual predators. Commissioner Daly suggested that everyone logon to www.fidle.com to search for the predators and offenders in our area. It was determined that the Town will discuss this topic at the next regular meeting. Commissioner Daly also requested that the Town find a safe place for the plaques. He suggested the Lake Park Harbor Marina as the designated location. Commissioner Daly inquired about the legal issues with petitioning as it pertains to the Town Code or Florida Statues.

Commissioner Balius

Commissioner Balius informed the Commission that the Veterans of Foreign War (VFW) donated a flag to the Town. The flag belonged to a veteran from Maine. He expressed his desire to have the flag flown in Lake Park. Commissioner Balius thanked the VFW for their many contributions. He expressed his anger about the theft of the plaques that honor many soldiers.

Town Manager

No Comments.

Town Attorney

No Comments.

ADJOURNMENT

There being no further business to come before the Commission and after a motion to adjourn
Commissioner Balius, seconded by Vice Mayor Garretson, and by unanimous vote, the meeting adjourned at 8:34
p.m.



Mayor Paul Castro



Town Clerk Stephanie Thomas



Approved on this 4th the day of May, 2005.